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Hiring Right!

The Five Most Important Questions You Need To Ask A Prospective Hire



Some details about your speaker

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- Brian Douglas - Co-Owner & General Manager of Cream City Music
- 20 year veteran of MI Retail
- Spent 14 years as an employee and 6 years as a shop owner
- Have worked across all sides of the business
- Hiring right has been one of the biggest but most rewarding challenges



THE CHALLENGE: How can I significantly improve my chances of hiring the right person?



The Key: Create or find a series of questions that reveal some of the key aspects of a candidates character that matter most to you that are reflective of your organizational values.

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5. Personal Accountability Assessment - When the going gets tough, how will the candidate respond?



I've chosen FIVE of our most compelling questions from each of our five interview components that are the *Five Most Important Questions To Ask A Prospective Hire!*

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1. Introductory Component



Question 1: Why are you leaving / why did you leave your current employer?



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- **What to watch for:** At this early point in the interview it's an opportunity to spot potential red flags. Is your candidate trying to find themselves and is your company simply another stop on the journey? Do they talk about a bad boss or problem employee?



2. Individual Character Assessment Component



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- **What to watch for:** Does your candidate have a clear idea of what period of their life constitutes their most satisfying period? Do they have trouble articulating a time when they've felt this way?



3. Workplace Character Assessment Component



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- **The Key:** This question will help you better understand if your work environment will be a good fit for your candidate.
- **What to watch for:** Their answer will give you insight on what work tasks and situations a candidate is likely to shy away from but also be capable of toughing out and succeeding at.



4. Critical Thinking / Communication Component



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(Brian's FAVORITE question!)



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- **The Key:** How they handle this question will give you key insights into how they will handle the unexpected situations that come up in your day to day business.
- **What To Watch For:** Pay close attention to how your candidate responds! Do they easily answer? Do they become awkward and uncomfortable? Do they quickly blurt out a wrong answer? Do they cleverly whip out their iPhone calculator and give you the answer?



5. Personal Accountability Assessment Component



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Question 5: How much of your attitude is under your control?

- **Why is this question important:** This question is designed to give you a sense of at what level your candidate takes accountability for their own attitude in life and in the workplace.
- **The Key:** We've found the best employees are willing to take 100% responsibility for how they choose to feel and react to any given situation that comes their way.
- **What To Watch For:** There is only one 'right' answer to this question. 100%. If a candidate answers anything but they are indicating that it's acceptable for external factors to influence and justify their attitude.



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2. We became better at weighing reasoned intellect with gut instinct resulting in better hires.
3. It reduced employee turnover.

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Thank you for joining me!

Want to reach out?

Email me directly at brian@creamcitymusic.com